

## **ARTICLE 36**

### **SALARY**

#### **PART A. SALARY SCHEDULE**

##### **Section 1.**

The following sets forth the base wage rates for troopers and sergeants:

- a. Except in situations involving "lost time", it is the intent of the parties to implement step increases for the Trooper E11 level on the anniversary date of the employee's hire.
- b. The base pay while in recruit school shall be 52.637% of the Trooper 10 base rate, provided that each recruit shall be compensated for a minimum of 24 hours per week at the overtime rate.
- c. Effective 4/8/07, the year 10 rate for the Trooper E11 shall be 1% higher than the 6 – 9 year pay rate; the year 15 rate shall be 2% higher than the 6 – 9 year pay rate; and the year 20 rate shall be 3% higher than the 6 – 9 year pay rate. Effective 4/8/08, the year 10 rate for the Trooper E11 shall be 2% higher than the 6 – 9 year pay rate; the year 15 rate shall be 3.5% higher than the 6 – 9 year pay rate; and the year 20 rate shall be 4.5% higher than the 6 – 9 year pay rate.
- d. The base rate for a sergeant shall be 10% higher than the trooper 6 – 9 year rate.
- e. The Step 1 pay rate for a sergeant shall be 5% higher than the sergeant base rate. Sergeants starting at the base rate shall be placed at the Step 1 rate after one year of satisfactory service. Effective 4/8/07, the year 10 rate shall be 1% higher than the Step 1 pay rate; the year 15 rate shall be 2% higher than the Step 1 pay rate; and the year 20 rate shall be 3% higher than the Step 1 pay rate. Effective 4/8/08, the year 10 rate shall be 2% higher than the Step 1 pay rate; the year 15 rate shall be 3.5% higher than the Step 1 pay rate; and the year 20 rate shall be 4.5% higher than the Step 1 pay rate.
- f. Effective 4/8/07, troopers and sergeants will be placed in the new pay step that represents their time in service hours. Any military service time shall not be included in the time in service hours. Thereafter advancement to the next pay step in the pay range shall be based upon their time in service hours.

- g. Following implementation of f. above, a trooper E11 who is promoted to a sergeant shall be placed at the pay step of the sergeant pay range that represents at least a 10% pay increase. After one year of satisfactory service the employee shall be placed in the pay step that represents their time in service hours, excluding any military service time.

**Effective 10-1-09**

**Trooper 10 Base** (from completion of recruit school through the end of the first year)

|   | START (YR1) | YR 2      |
|---|-------------|-----------|
| H | 20.07       | 23.62     |
| A | 41,906.16   | 49,318.56 |

**Trooper E11**

|   | YR 2      | YR 3      | YR 4      | YR 5      | YR 6 – 9  |
|---|-----------|-----------|-----------|-----------|-----------|
| H | 23.62     | 24.80     | 26.03     | 27.35     | 28.66     |
| A | 49,318.56 | 51,782.40 | 54,350.64 | 57,106.80 | 59,842.08 |

|   | TPR YR 10 | TPR YR 15 | TPR YR 20 |
|---|-----------|-----------|-----------|
| H | 29.23     | 29.66     | 29.95     |
| A | 61,032.24 | 61,930.08 | 62,535.60 |

**Sergeant 12**

|   | BASE      | STEP 1    | SGT YR 10 | SGT YR 15 | SGT YR 20 |
|---|-----------|-----------|-----------|-----------|-----------|
| H | 31.53     | 33.11     | 33.77     | 34.27     | 34.60     |
| A | 65,834.64 | 69,133.68 | 70,511.76 | 71,555.76 | 72,244.80 |

**Effective 10-01-2010**

**TROOPER 10 BASE** (from completion of recruit school through the end of the first year)

|   | START (YR1) | YR 2      |
|---|-------------|-----------|
| H | 20.27       | 23.86     |
| A | 42,323.76   | 49,819.68 |

**Trooper E11**

|   | YR 2      | YR 3      | YR 4      | YR 5      | YR 6 – 9  |
|---|-----------|-----------|-----------|-----------|-----------|
| H | 23.86     | 25.05     | 26.29     | 27.62     | 28.95     |
| A | 49,819.68 | 52,304.40 | 54,893.52 | 57,670.56 | 60,447.60 |

|  | TPR YR 10 | TPR YR 15 | TPR YR 20 |
|--|-----------|-----------|-----------|
|--|-----------|-----------|-----------|

|   |           |           |           |
|---|-----------|-----------|-----------|
| H | 29.53     | 29.96     | 30.25     |
| A | 61,658.64 | 62,556.48 | 63,162.00 |

#### **Sergeant 12**

|   |           |           |           |           |           |
|---|-----------|-----------|-----------|-----------|-----------|
|   | BASE      | STEP 1    | SGT YR 10 | SGT YR 15 | SGT YR 20 |
| H | 31.85     | 33.44     | 34.11     | 34.61     | 34.94     |
| A | 66,502.80 | 69,822.72 | 71,221.68 | 72,265.68 | 72,954.72 |

#### **Effective 10-01-2011**

**TROOPER 10 BASE** (from completion of recruit school through the end of the first year)

|   |             |           |
|---|-------------|-----------|
|   | START (YR1) | YR 2      |
| H | 20.68       | 24.34     |
| A | 43,179.84   | 50,821.92 |

#### **Trooper E11**

|   |           |           |           |           |           |
|---|-----------|-----------|-----------|-----------|-----------|
|   | YR 2      | YR 3      | YR 4      | YR 5      | YR 6 – 9  |
| H | 24.34     | 25.55     | 26.82     | 28.17     | 29.53     |
| A | 50,821.92 | 53,348.40 | 56,000.16 | 58,818.96 | 61,658.64 |

  

|   |           |           |           |
|---|-----------|-----------|-----------|
|   | TPR YR 10 | TPR YR 15 | TPR YR 20 |
| H | 30.12     | 30.56     | 30.86     |
| A | 62,890.56 | 63,809.28 | 64,435.68 |

#### **Sergeant 12**

|   |           |           |           |           |           |
|---|-----------|-----------|-----------|-----------|-----------|
|   | BASE      | STEP 1    | SGT YR 10 | SGT YR 15 | SGT YR 20 |
| H | 32.48     | 34.10     | 34.78     | 35.29     | 35.63     |
| A | 67,818.24 | 71,200.80 | 72,620.64 | 73,685.52 | 74,395.44 |

#### **PART B. BOMB SQUAD**

Bomb Squad members shall be paid 5% of their base rate per month as hazard pay in addition to their regular compensation.

#### **PART C. ALLOWANCE FOR EMERGENCY RESPONSE**

The Employer agrees to compensate each employee with at least one year time in service seniority (as defined by Article 11) an additional \$4.00 per calendar day as Emergency Response Compensation, to be paid biweekly. The payment shall be

included in final average compensation.

#### **PART D. TUITION REIMBURSEMENT**

To the extent that funds have been appropriated specifically for tuition reimbursement, unless otherwise provided in such legislative action, the departmental employer agrees to establish a system of partial tuition reimbursement, for all departmental employees.

The departmental employer will notify the Association, upon request, of the amount of money appropriated and allocated by the Department, as well as any change in such allocations.

The administration of the program shall be consistent with the Civil Service Commission Policy and Plan for Continuing Education, except as specifically provided herein, provided that no such reimbursement shall be authorized where departmental employees are on layoff from an occupation for which such academic pursuit is the primary preparation.

Reimbursement shall apply only to the per-credit-hour cost of tuition, and not to such items as lab fees, miscellaneous fees, books or supplies. Selection among eligible applicants, and proportion of reimbursement, shall be determined by the departmental employer. Employees selected shall only be reimbursed upon presenting written documentation of successful completion of the course.

Tuition reimbursement shall not be made unless the course pertains to the employee's current occupation or one in which the Employer plans to seek candidates.

Procedures to be used for application, approval and verification of successful completion shall be established by the department. The department may require the employee to commit himself/herself to continuing employment with the department for a reasonable period after completion of the courses for which tuition reimbursement has been received. (Equivalency of work time for course work shall be considered reasonable).

The provisions of this Article shall not apply in those cases where the Employer requires the employee to take a course(s) as part of assigned duties.

The department will submit a request for an appropriation for tuition reimbursement unless, in the judgment of the department, directives or guidelines of the Department of Technology, Management and Budget, or other budgetary authority, indicate such a request would be contrary to state policy.